Labour Market Agreement & Labour Market Development Agreement

2011-2012

A comprehensive review of labour market initiatives supported by the Canada-Yukon Labour Market Agreement and Labour Market Development Agreement during the 2011-2012 fiscal year.

INTRODUCTION

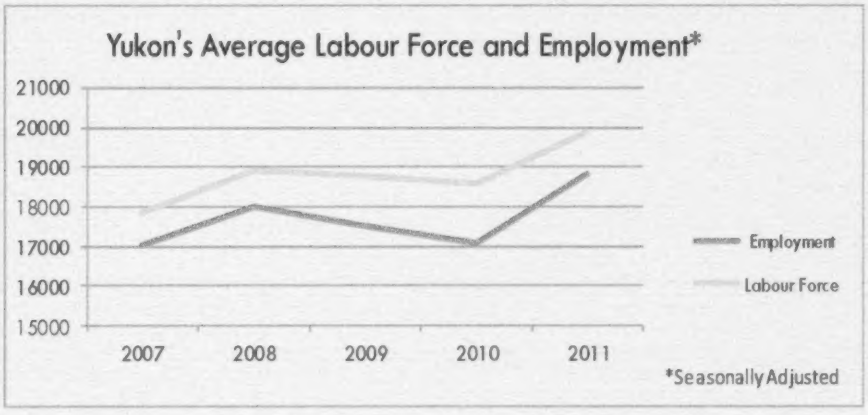
The Labour Market Agreement (LMA) and Labour Market Development Agreement (LMDA) are joint agreements between Canada and Yukon. They offer labour market programs and services to Yukoners, which strive to meet three broad objectives shared by Canada and Yukon;

1. Increase the participation of Canadians and immigrants in the workforce to meet current and future labour market requirements;
2. Enhance the quality of skills development; and
3. Facilitate workforce mobility and provide the information necessary to make informed labour market choices.

LABOUR MARKET STATISTICS

The Yukon Bureau of Statistics reports an average population of 35,246 in 2011. The majority of residents, or 27,237 people, reside in Whitehorse, the Territories capital (Yukon Bureau of Statistics, 2012). The remaining citizens reside in 17 small rural communities all of which are connected by road, with the exception of Old Crow.

In 2011 Yukon saw its highest average labour force and employment in the last five year, as illustrated in the chart below. The number of Yukoners in the labour force and the number employed in August 2011were 20,000 and 18,800 respectively. The unemployment rate for the same time period was 6.0 with 1,200 unemployed (Yukon Bureau of Statistics, 2012).



Source: Yukon Bureau of Statistics. Monthly fax to media on the latest employment statistics for Yukon, September 2012

LABOUR MARKET AGREEMENT (LMA)

The Canada-Yukon Labour Market Agreement (LMA) was signed in July 2009. Under this Agreement, Canada will make new annual investments in Yukon for five years, ending March 31, 2014. This funding provides an opportunity for Yukon to augment its current efforts to support the development of Yukon's labour market.

Canada's contribution to Yukon for fiscal year 2011-2012 was $994,000. The Advanced Education Branch (AEB) of the Department of Education administered the funding for the LMA.

Canada-Yukon Multi Year Plan:

The four priority areas included in the Canada-Yukon LMA Multi Year Plan are:

- Labour Market Information
- Training and Skills Development
- Recruitment
- Retention

These priority areas lend themselves nicely to the new *Labour Market Framework for Yukon.*

LMA Priorities:

LMA priorities continue to focus on members of the following groups; social assistance recipients, persons with disabilities, older workers, youth, Aboriginals, women, and immigrants. These groups can at times be more disadvantaged given a lack of work experience and multiple barriers to employment, compared to someone who recently lost their job and has the skills to participate in the labour force.

Due to higher unemployment rates in rural Yukon than in Whitehorse as well as higher unemployment rates amongst aboriginal people compared to non-aboriginal people a focus remains on First Nations capacity building and on rural projects that support labour market attachment.

The tourism and hospitality sector continue to be an area where initiatives to support increased participation in Yukon's labour market are implemented. Mineral exploration, mining, construction and highway maintenance are also key areas where training and skills development can provide opportunities for unemployed and under-employed Yukoners to engage in the labour market.

Since many Yukoners who wish to attend post-secondary education must leave the Territory to pursue their studies, a concerted effort was made this year to attract recent post-secondary graduates to Yukon's labour market. A provision for co-op programs was also considered; however, students who are in a co-op term must be in their final year of study and require work experience to support their participation in the labour market.

Finally, an increase in services for those interested in self-employment was sought in 2011-2012.

LMA Performance Results:

Fiscal year 2011-2012 was the third year of implementation of the LMA. In addition to developing and implementing new programming for individuals, communities and employers, Yukon continues to work on enhancing its administrative and data collection systems and processes to meet the accountability requirements of the agreement.

In 2011-2012, Canada's contribution to Yukon under the LMA was $994,000. Yukon's total program expenditures for 2011-2012 were $912,271. These expenditures supported 342 eligible beneficiaries to participate in labour market programming through direct supports and projects which were fully funded or partially enhanced by LMA dollars.

The following chart provides the key activities funded under the LMA in 2011-2012.

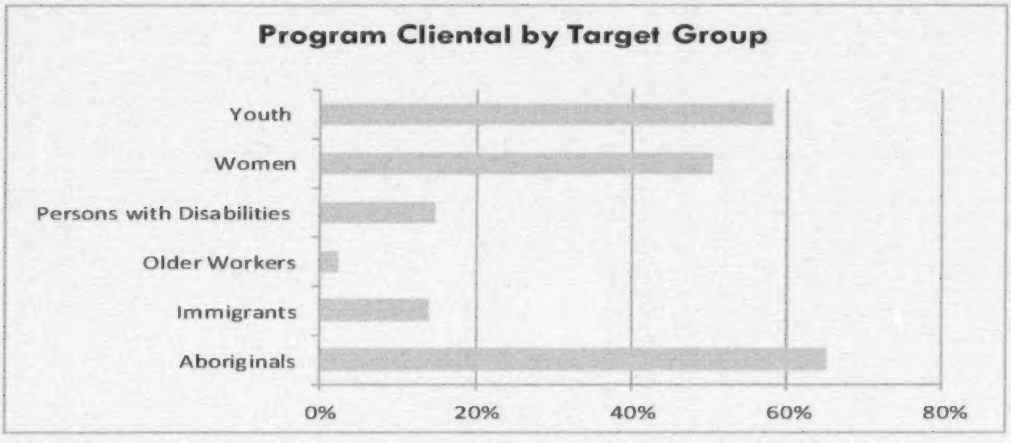
Project Name	Organization	No. of Participants
Adult LD/ADHD Employability Services	Learning Disabilities Association of Yukon (LDAY)	32
BRIDGES Employability Program	Challenge Community Vocational Alternatives	18
Education and Employment Training Program	Kwanlin Dün House of Learning in partnership with Yukon College	60
Human Resources Advisor Training	Ta'an Kwäch'än Council	1
Montana Mountain Trail Building Skill Training Program	Carcross Tagish Development Corporation	5
Skills & Trades Exploration Program	Kwanlin Dün First Nation	12
Yukon Tourism Education Council, Ready to Work	Department of Tourism and Culture, Yukon Government	42
Youth Employment Centre	Skookum Jim Friendship Centre	162
Youth Training Project	Cabin Fever Adventures	10

LMA Performance Results:

The LMA funded projects outlined above align well with many of Yukon's labour market priorities for 2011-2012;

Target Groups

Each of the 342 individuals supported through the LMA represented one or more target groups; 198 youth, 172 women, 50 persons with disabilities, 7 older workers, 47 immigrants and 222 aboriginals.



First Nation Capacity Building and Rural Projects

The priority of First Nation capacity building was evident in 2011-2012 with 65% of all cliental self-identifying as aboriginal. Aboriginals were supported through a variety of programs delivered in Whitehorse as well as Yukon communities. Of the nine key programs offered, two were delivered in rural communities; Montana Mountain Trail Building was offered in Carcross and Cabin Fever Adventures' Youth Training Project took youth canoeing on the Big Salmon River and hiking in the Pelly Mountains before ending in Carmacks.

Tourism and Hospitality

Two key programs provided skill development to support increased participation in the tourism and hospitality sector. Cabin Fever Adventures promoted increased capacity among First Nation youth for involvement in the wilderness tourism industry of Yukon. While Yukon Tourism Education Council's Ready to Work program prepared immigrants and new entrants for employment in Yukon's labour market.

Mineral Exploration, Mining, Construction and Highway Maintenance

Kwanlin Dün First Nation's Skills and Trades Exploration Program provided Kwanlin Dün citizens with an introduction to a variety of trades including carpentry, welding, electrical, plumbing and small engine repair. The program was a first step for citizens interested in careers in mineral exploration, mining, construction and highway maintenance.

LMA Success Stories:

READY TO WORK

The Yukon Tourism Education Council (YTEC) is having a positive impact on the lives of immigrants and individuals who are new to the workforce through the delivery of Ready to Work in conjunction with Canadian Workplace Essentials.

Ready to Work provides individuals with the skills, attitudes and knowledge to be successful in the Canadian Workplace. The program assists in removing barriers to obtain and retain employment while teaching newcomers to Canada the skills that are necessary for successful integration into the Canadian workplace.

> "Ready to Work really made me 'ready to work.' Thanks."
>
> - Ready to Work Student

YOUTH EMPLOYMENT CENTRE (YEC)

The Youth Employment Centre; partially funded by LMA, provides employment support to Yukon youth ages 15 to 30. YEC is delivered through the Skookum Jim Friendship Centre, a non-profit organization committed to a vision of bettering the wellbeing of First Nations peoples. The program offers a variety of services to assist youth with their transition to employment such as; funding for work gear, pre-employment training, subsidized work placements and employment supports such as resume writing, interview preparation, and transportation, when possible. The success of YEC cliental demonstrates the positive impact that opportunity and non-judgmental support can have on youth.

The majority of YEC clients have very little work experience, a limited support system and some struggle with addictions. Many do not have a career path in mind; they just need a job. With the support of case managers and the opportunity of a work placement many youth have found increased self-confidence, began to set goals for themselves and found success in the workplace.

> "I found out that I enjoy being around young children, and enjoy teaching them new things. I learned that I have more patience than I thought and I found myself laughing more. We are really fortunate to have this program in the Yukon. This is a really big eye opener for youth who are trying to get their lives back on the right path. Thank you for having the Youth Employment Centre and for helping me."
>
> - Youth Employment Centre Client

LMA Success Stories:

BRIDGES EMPLOYABILITY PROGRAM

Challenge, a local non-profit organization, is having a real impact on the lives of persons with disabilities and marginalized individuals facing barriers to employment through the delivery of B.R.I.D.G.E.S Employability Program, which is funded by LMA.

B.R.I.D.G.E.S provides skill development and work experience to persons with disabilities, in particular youth transitioning from high school to work, individuals with mental health issues and those who are not presently receiving employment supports. The initiative strives to build on participant's strengths and learning styles to create a series of successes that will serve to enhance and develop self-esteem.

> "This program saved my life."
>
> – Kitchen Skills Participant

B.R.I.D.G.E.S uses a parallel stream approach to deliver work readiness training which is practiced and reinforced through hands on vocational training; participants have the opportunity to choose between kitchen skills training and wood shop training.

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

The Canadian-Yukon Labour Market Development Agreement (LMDA) was signed on July 8, 2009. Under this Agreement, Yukon assumes an expanded role in the design and delivery of labour market development programs and services in Yukon, to benefit clients, within the scope of Part II of the *EI Act*. Also, it provides for cooperative arrangements between Canada and Yukon to reduce overlap and duplication in, and to harmonize and coordinate the delivery of their respective employment programs and services. This agreement replaces the existing co-managed agreement signed in 1998 under which the Federal Government retained responsibility for design and delivery of EI-funded Employment Benefits and Support Measures.

This agreement enables Yukon to provide programs and services to unemployed participants who are eligible for Employment Insurance (EI). The agreement provides Yukoners with training and employment supports to enhance their skills and to find, obtain and maintain employment.

Canada's contribution to Yukon for fiscal year 2011-2012 was $3,537,000. The Advanced Education Branch (AEB) of the Department of Education administered the funding for the LMDA.

LMDA Programs and Services:

Yukon Benefits and Support Measures are designed to provide E.I. Part II programs to unemployed individuals requiring assistance to return to the labour force. Benefits to individuals include, skill development, self-employment and work experience. Support Measures provide funding that address labour market or human resource needs.

The Yukon Benefits and Support Measures include;

EMPLOYMENT ASSISTANCE SERVICES (EAS)

Funding is provided to organizations to assist unemployed individuals who are eligible to work in Canada. Services may include, job finding assistance, resume writing, labour exchange, employability assessment including case management, the development of return to work action plans, and career decision-making.

SKILL DEVELOPMENT (SDEB)

Funding is provided to unemployed, insured participants who lack skills required to participate in the labour force and through this benefit, individuals are trained and able to re-enter the workforce. Apprenticeship training is included in this benefit; registered apprentices may obtain supports while attending approved training for their trade.

SELF-EMPLOYMENT (SE)

The Self-Employment Program provides funding to eligible insured participants to assist in starting a business. Living supports and self-employment expertise delivered through a service provider are eligible costs under this program. Individuals complete a feasibility plan and business plan reviewed by business experts in order to become self-sufficient in the labour market through self-employment.

TARGETED WAGE SUBSIDY (TWS)

Targeted wage subsidy is provided to eligible participants who lack work experience in the labour market. Supports are provided to an employer to assist with the wages of individuals who might otherwise not be hired because of their lack of work experience. Eligible participants must be insured participants. Priority will be given to employers who have operated existing businesses for one year or more.

JOB CREATION PARTNERSHIP (JCP)

Job Creation Partnerships provide assistance to business or organizations that provide work experience to eligible participants through activities that provide a community benefit and are not the normal activities of the business or organization. Although this activity is not considered insured employment under the E.I. Act, the benefits are both to the individual and the community.

LABOUR MARKET PARTNERSHIP (LMP)

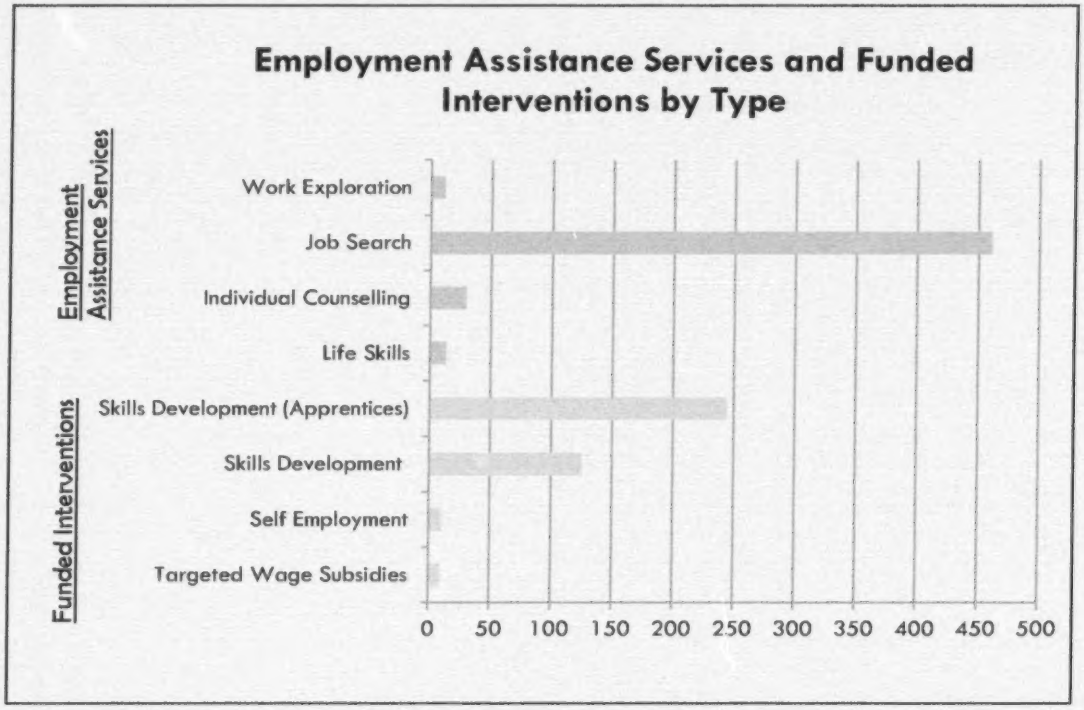
Labour Market Partnerships provide assistance to help support strategic investments for the purpose of addressing labour market issues including human resource issues that exist in our labour market, though stakeholder involvement.

LMDA Performance Results:

In 2011-2012, Canada's contribution to Yukon under the LMA was $3,537,000. Yukon's total program expenditures for 2011-2012 were $3,527,882, $1,200,000 of which went to tuition costs for apprentices and skill development training at Yukon College. These expenditures supported a total of 902 client interventions.

Client interventions can consist of Employment Assistance Services (EAS) and/or Funded Interventions. 514 clients received EAS while 388 clients received funding.

The most common intervention was Job Search Assistance which was provided to 461 clients, followed by Skill Development which was provided to 244 apprentices and 125 non-apprentices. For more details on interventions refer to the chart below.



Of the 902 LMDA clients who were involved in an intervention in 2011-2012, 263 gained employment within the same fiscal year. The 263 employed does not include apprentices as they are normally employed before and after their schooling due to the nature of their trade.

In addition to assisting unemployed, EI eligible participants, Yukon continues to work on the design and development of a new case management database, *Genie*, which will enhance its administrative and data collection systems and processes. The new database is scheduled to launch in August 2012.

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